

~~CONFIDENTIAL~~
PROBLEM

1. To determine the requirements for the oral examination of candidates for admittance to career service.

FACTS BEARING ON THE PROBLEM

2. To meet its personnel requirements, CIA recruits for a large variety of positions numerous individuals of both sexes, varying greatly in age, training, experience, and motivation.

3. Security considerations preclude giving job applicants sufficient information on which to base a well considered decision to make CIA a career.

4. In the process of becoming employees, individuals recruited seldom come in contact with less than six agency officials; the recruiting officer, the placement officer, the personnel officer of the major component in which he will work, the head of the organizational unit in which he will work, the medical officer, and the security officer.

5. The terms of employment provide for a period of trial service, or probation, at the end of which the employment of the individual can be terminated for cause.

6. Among applicants for employment, certain individuals, by reason of age, training, experience, and prospective assignment, can be identified as more likely than others to make a career of CIA.